



The President's Management Plan

Government-wide Reforms

Budget and Performance Integration

- Formally integrate performance with budget decisions.
- OMB to work with agencies: select outcomes for important programs, outputs that influence outcomes, cost the options, and direct improved effectiveness.
- Submit performance-based budgets beginning with FY03.

Strategic Management of Human Capital

- Make the Government "Citizen-centered."
- Agencies to reduce distance between citizens and decision-makers: flatten the hierarchy, reduce the layers at upper echelons, and redistribute high-level positions to front-line positions to interact with citizens.
- Submit an initial workforce analysis to OMB by June 29, 2001; additionally, submit a 5-year workforce restructuring plan including annual performance measures with the FY03 Budget.

Competitive Sourcing

- Open 50 percent of the commercial positions listed on the Federal Activities Inventory Reform (FAIR) Act inventory to competition with the private sector.
 - Agencies will complete public-private or direct conversion competitions, or complete implementation of privatization initiatives for an additional 10 percent of the FTE in their FAIR inventories above their FY02 goal; and, complete at least 15 percent of actions by end of FY03.
 - Submit implementation plan to OMB including number of FTE, function, location, training requirements and planned contractor support.
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Improve Financial Performance

- Reduce erroneous payments and produce reliable and timely financial information.
- OMB will work with agencies to incorporate information on erroneous payment rates, actual and target rates for directly administered programs over \$2B. Where available, provide information for programs administered by state governments and others.
- Submit improved financial information in the FY03 budget.

Expanding Electronic Government

- Build e-government infrastructures as a means to deliver services/benefits in a citizen-centric manner; and, standardize processes in and across agencies.
 - Agencies will advance an e-government IT strategy that includes specific outcomes: identify, review, and prioritize IT investments that may be redirected or restructured so that other programs will meet the Government Paperwork Elimination Act deadline of October 2003; propose additional Clinger-Cohen Act compliant investments; and, expand the e-procurement project to establish a single-point of vendor registration.
 - Submit an improved IT capital plan including the above outcomes in the FY03 budget.
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